# My FY25 Performance & Growth Plan

To support you to complete this Performance & Growth plan template, please read our *ScynedUp for Performance and Growth guide* before commencing. This will provide more information into the behaviours and outcomes contribution alignment and measuring our impact.

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| *Individual plan set – Sept/Oct 2024* | *31-Oct-24* | *Plan endorsed (People Leader)* | *31-Oct-24* |
|  |  |  |  |
| *Mehdi Taghavi* | *Peter Stephan* | *Insert Practice here* | *Insert Resource Manager here* |

**Career Aspiration**

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| Your career aspiration is your vision for the future – it is your long-term professional goals and ambitions.  Career aspirations generally hold true over 2-3+ consecutive years, whether this is expanding the breadth of your expertise; becoming a deep technical expert in your chosen field; seeking advancement in your current role; carving out a new career in a different industry or technical domain; or another aspiration that holds deep personal value for you.  Whatever your career aspirations are, the goals you set over the performance cycle help you in moving towards your vision of the future. | |
| Career Aspiration: *My career goal is to advance into a director role where I can leverage my experience in strategic transport modelling to expand Scyne’s impact and reputation within the industry. Over the next few years, I aim to focus on business development and diversifying client relationships, especially with high-profile clients such as TMR and TFNSW. Additionally, I am committed to innovating our modelling practices by embracing newer technologies that enhance client outcomes. My goal is to be recognised as a strategic leader and industry expert, guiding complex projects that align with my technical background and support Scyne’s mission to lead in the public-purpose sector.* | |
| What are the major steps you want to commit to achieving within the next 12 months*? [you will break these major steps into measurable goals in the template below]* | What are the major steps beyond this performance cycle? *[are there supports that Scyne can help with in setting up for future success of these steps?]* |

**Steps to completing your Performance & Growth plan**

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| 1. Review 2030 strategy & plan | | 1. Review behaviours and outcomes we are looking to achieve | 1. Outline your personal career aspirations | | 1. Identify 3-4 performance goals and 1-2 growth goals | | 1. Consider your own context. What do **you** need to enable you in role? | | 1. Discuss and agree on your plan with your People Leader | | 1. Check in on progress in quarterly career coaching conversations |
| **Goal type** | **Goals** | | | **What do I need to focus on to achieve this goal?** | | **Where will I get continuous feedback?** | | **Behaviours & outcomes contribution alignment** | | **Measuring our impact** | |
| Performance Goal | Everything I do and strive towards is aligned to our Values & Ethics. | | | At a baseline, timesheets, compliance training and current & future project bookings are completed on time. | | * People Leader * Project Leader * Project team colleagues * Clients | | Values & Ethics | | * Feedback * Commercials & compliance reporting | |
| Performance Goal | Lead transport modelling projects that align with my expertise, focusing on modelling and data analytics projects. | | | |  | | --- | | Work closely with my managers to effectively contribute on projects that better aligns with my expertise in strategic transport modelling, embracing my skills in data analytics and visualisation for modelling projects to offer a distinctive value for our clients. |  |  | | --- | |  | | | * People Leader * Project team colleagues * Clients | | People & Capability | | * Feedback * Utilisation on relevant projects | |
| Growth Goal | Strengthen client relationships with TMR and Translink by establishing regular meetings at multiple levels. | | | Proactively set up and lead fortnightly meetings with my contacts in TMR and Translink to discuss upcoming priorities and collaborative opportunities.  Organise and expand the list of my connections / clients for traceability of my BD meetings.  Keeping our People Leader and Managing Director informed of the meetings I am planning and the outcomes. | | * People Leader * Project team colleagues * Clients | | Market and Clients | | * Feedback * Keeping BD meetings logs | |
| Growth Goal | Advocate for our current capabilities and contribute toward wining new jobs and expanding our market share. | | | |  | | --- | | Continue contributing to winning proposal to increase our utilisation and work with the current clients to expand our market. |  |  | | --- | |  | | | * People Leader * Project team colleagues | | **People & Capability** | | **Feedback**  **Number o** | |

**My context**

To enable us as individuals to amplify impact individually and collectively, it’s important that we value every person by understanding our own and others needs in how we work, including any adjustments that need to be made. More information on this context can be found in our ScynedUp for Performance & Growth guide.

| What (if any) specific workplace accommodations do you require to enable you to bring your best to Scyne? | Are there ways of working that enable your contribution? | Who will you, with the support of your People Leader, need to engage to set you up for success here? |
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| *An accommodation is any modification or adjustment that will enable an individual to participate and perform.* | *I.e. Moments that matter, Focus time, time blocking, annual leave requirements, other?* | *Project leader, Project team members, Office Manager, MD EA, Other?* |
| * ***Leadership Development Opportunities****: Dedicated time or programs focused on leadership and business development skills to support your transition from a technical role to a strategic leadership role.* | * ***Involvement in Strategic Business Development Meetings****: Participating in higher-level business development meetings with TMR, alongside our Managing Directors, would allow me to better expand my BD work with my clients.* | * *Managing Directors* |
| * ***Increase in Leadership Opportunities****: To continue growing in my role and contribute fully to Scyne’s strategic goals, I would appreciate opportunities to take on more responsibility within projects and client engagements. I believe this would allow me to further develop trust and demonstrate my commitment to delivering high-quality outcomes that align with our values and mission.* |  |  |

**Enabling you to proactively monitor progress throughout your year**

As we progress through our year, it’s important to monitor your progress towards your goals and evolve to your approach or add new goals to bring your best to Scyne. Given our unique FY25, with goal setting in September, our progress cycle will be managed in two points in our year in the lead up to FY25 End of Year conversations.

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| **Check in #1**  **December 2024**  **Review progress to date** | **Employee progress notes** | | **People Leader Feedback** | |
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| Click or tap to enter a date. | *Progress status* | Choose an item. | *Progress status* | Choose an item. |
| *Action to be taken* |  | *Action to be taken* |  |

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| **Check in #2**  **March 2025**  **Review progress to date** | **Employee progress notes** | | **People Leader Feedback** | |
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| Click or tap to enter a date. | *Progress status* | Choose an item. | *Progress status* | Choose an item. |
| *Action to be taken* |  | *Action to be taken* |  |

**Our End of Year**

More information on our End of Year process will be communicated.